

The Scrum Team



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Topics

- Scrum Roles
- Accountabilities
- Collaboration and Accountability



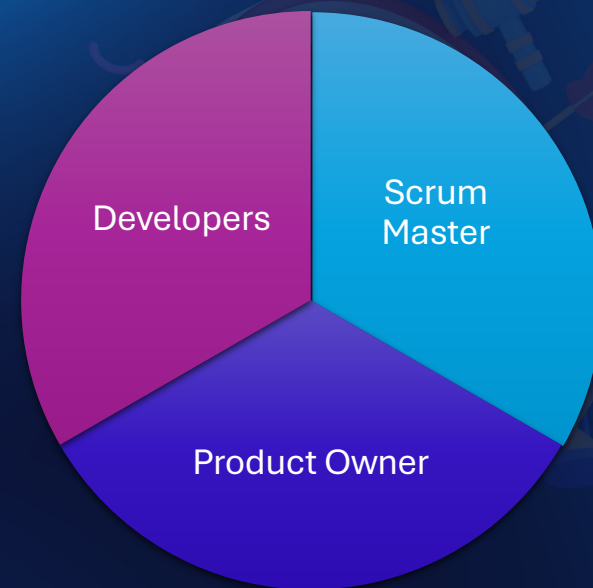
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The Roles

- Not jobs, they are accountabilities.
- 1 person can play multiple roles
- Multiple people can play 1 role
- People can change roles as appropriate
- Understand a role before taking it on



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Accountabilities

In 2017, the Scrum Guide shifted all “responsibilities” to “accountabilities”

We realized we were saying “self-managing” but then telling teams how to do their jobs.

RACI Definitions

R	Who is Responsible	The person who is <u>assigned</u> to do the work
A	Who is Accountable	The person who makes the <u>final decision</u> and has the <u>ultimate ownership</u>
C	Who is Consulted	The person who must be consulted <u>before</u> a decision or action is taken
I	Who is Informed	The person who must be informed that a decision or action <u>has</u> been taken



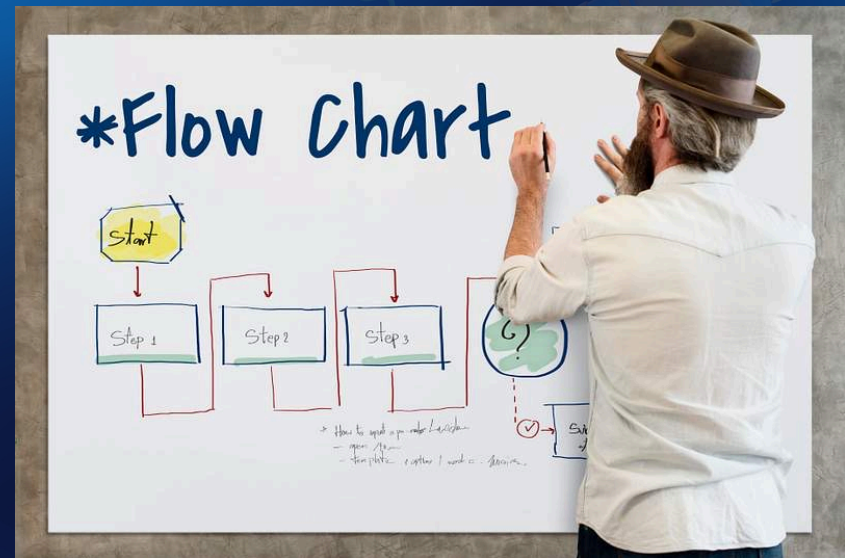
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Why Accountabilities?

- Transparency
- Ownership
- Accountability
- Drives Success



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Clear Accountabilities Create...

- Clarity & Focus
- Motivation & Engagement
- Improved Team Dynamics



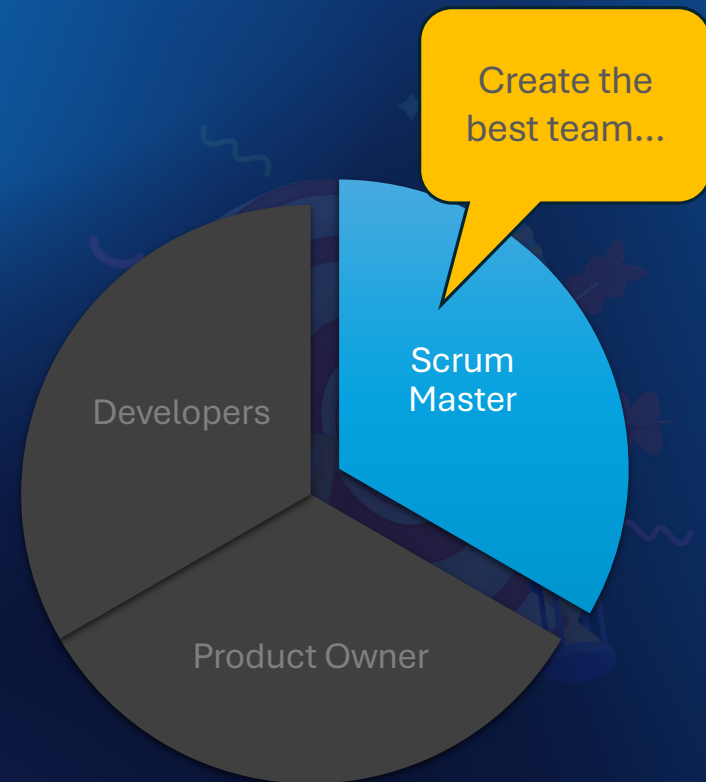
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Scrum Master

- Accountable for
 - Effectiveness of the Scrum Team
 - Supporting the Organization
- Day to day
 - Facilitation
 - Coaching
 - Impediment removal



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Product Owner

- Accountable for effective Product Backlog Management
 - Product Goal
 - Product Backlog Items
- Day to day
 - Backlog management
 - Backlog ordering
 - Balancing stakeholder interests



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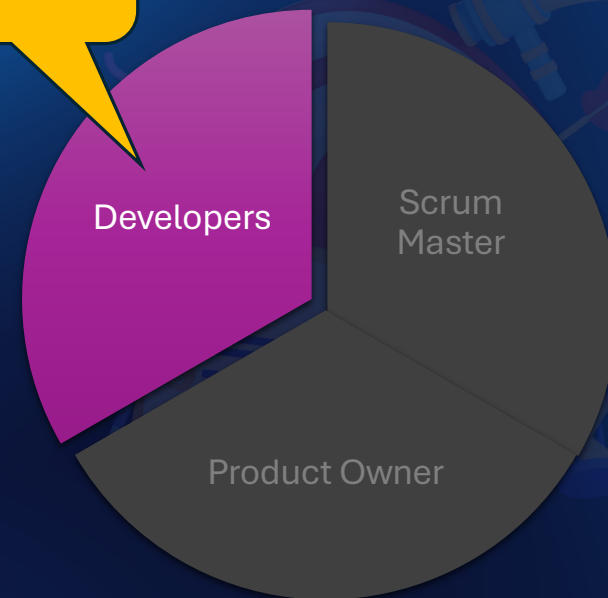
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Developers

- Accountable for
 - The sprint plan
 - Instilling quality through DONEness
 - Adapting the plan daily
 - Accountability
- Day to day
 - Self-managing
 - Cross-functional teamwork
 - Delivering DONE backlog items

Create the best product...



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Creating Self-
Managing
Teams



One Person, Multiple Roles

- Small teams
- Challenges
- Strategies



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Multiple People, One Role

- Collaborative approaches
- Communication strategies
- Avoiding conflict



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Role Assignment & Team Structure

- Scrum Team
 - Product Owner
 - Scrum Master
 - Developers (up to 10)
- Role Clarity
- Effective Distribution



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Class Activity (15 minutes)

- In small groups, discuss

Discuss the Scrum teams you've worked with so far. What is your experience with how Scrum teams handle different roles? What challenges do teams deal with in terms of roles? Too many developers? Too few? Skill set issues? How clear are the accountabilities across the roles?



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Collaboration and Accountability

- Regular communication
- Swarming / WIP limits
- Transparency
- Use of Scrum events



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Building Accountability

- Clear expectations
- Mutual respect
- Leverage retrospectives



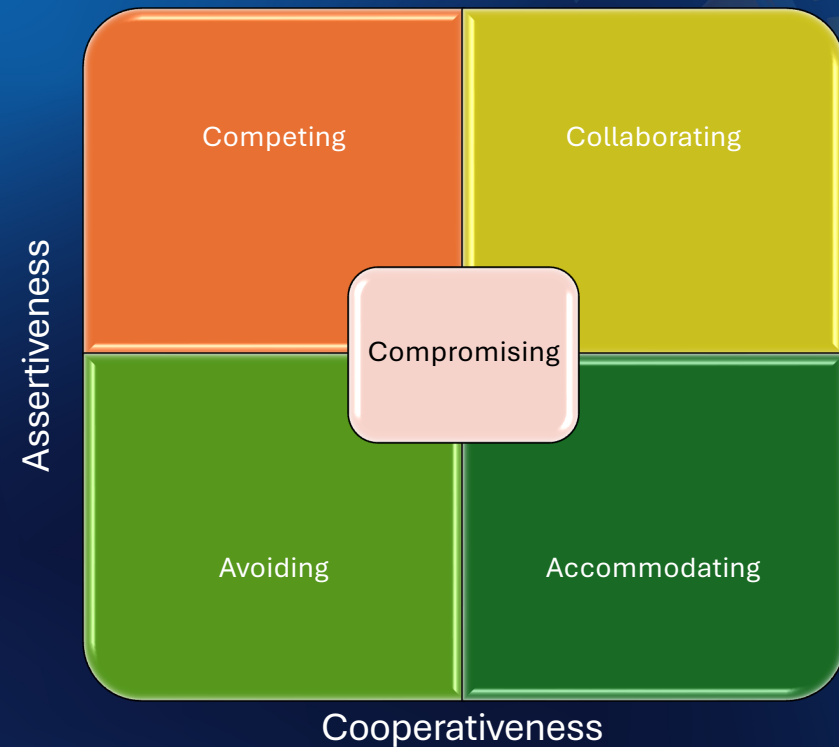
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Conflict Resolution

- Strategies
- The Scrum Master
- Healthful Dynamics



Introducing Sierra Agility



Email address
jim@artisanagility.com

Password

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v2.0.3 - 2024 Mt. Washington Sprint

- Tool for Scrum teams
- Uses Scrum as intended
- Incorporates AI to support daily teamwork



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Sierra Agility Demo



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Class Activity (15 minutes)

- In small groups, discuss

Sign on to Sierra Agility and build a team. Assign developers to the team. Use the coaching signals on the team cards to help you build the best team you can.



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Conclusion of Module

- Key Takeaways
- Questions
- Supplementary Resources
 - <https://artisanagility.com/courses/creating-self-managing-teams/>
 - <https://artisanagility.com/courses/building-team-foundations/>
 - <https://artisanagility.com/category/scrum-roles/scrummaster/>
 - <https://artisanagility.com/category/scrum-roles/development-team/>
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